

**Salary and Benefit Comparison (Total Compensation)  
San Diego County  
2022-2023**

Thirty (30) San Diego school districts submitted J-90 salary information and participated in the SD County Office of Education benefits survey for the 2022-2023 school year. The results are compiled in the chart below.

LEA	LCFF/Basic Aid Funding Per ADA		Maximum Annual H&W Contribution		Total Compensation (Salary + Maximum H&W Benefits)								Duty Days
	Amount	Rank	Amount	Rank	At Lowest Salary Offered		At Salary at BA+60 Step 10		At Highest Salary Offered		At Average Salary Paid		
					Amount	Rank	Amount	Rank	Amount	Rank	Amount	Rank	
BONSALL UNIFIED	\$ 10,966	25	\$ 5,000	29	\$ 60,997	27	\$ 84,356	29	\$ 114,883	29	\$ 88,882	28	183
CAJON VALLEY UNION ELEMENTARY	\$ 12,505	16	\$ 19,140	10	\$ 71,556	12	\$ 108,853	9	\$ 141,268	7	\$ 107,331	16	186
CARDIFF ELEMENTARY (Basic Aid)	\$ 18,069	3	\$ 9,118	26	\$ 69,745	16	\$ 100,737	14	\$ 134,543	12	\$ 112,789	10	185
CARLSBAD UNIFIED	\$ 10,896	26	\$ 22,851	4	\$ 77,864	3	\$ 114,998	4	\$ 147,841	3	\$ 120,066	3	185
CHULA VISTA ELEMENTARY	\$ 11,242	23	\$ 15,000	14	\$ 70,353	15	\$ 98,511	20	\$ 126,237	22	\$ 104,681	19	185
<b>CORONADO UNIFIED</b>	<b>\$ 10,790</b>	<b>28</b>	<b>\$ 21,173</b>	<b>6</b>	<b>\$ 71,074</b>	<b>14</b>	<b>\$ 102,137</b>	<b>13</b>	<b>\$ 132,950</b>	<b>15</b>	<b>\$ 106,789</b>	<b>18</b>	<b>186</b>
ENCINITAS UNION ELEMENTARY (Basic Aid)	\$ 12,418	18	\$ 11,160	21	\$ 64,214	23	\$ 98,601	19	\$ 140,847	8	\$ 107,707	14	185
ESCONDIDO UNION ELEMENTARY	\$ 12,995	9	\$ 14,837	15	\$ 63,528	25	\$ 102,242	12	\$ 131,093	16	\$ 104,507	20	187
ESCONDIDO UNION HIGH	\$ 15,107	4	\$ 24,102	3	\$ 80,894	2	\$ 110,367	8	\$ 145,994	4	\$ 116,214	7	186
FALLBROOK UNION ELEMENTARY	\$ 12,858	12	\$ 21,566	5	\$ 71,827	11	\$ 113,990	6	\$ 144,771	5	\$ 111,694	11	183
GROSSMONT UNION HIGH	\$ 13,528	6	\$ 12,633	17	\$ 68,502	18	\$ 100,433	15	\$ 129,564	18	\$ 108,207	13	185
JAMUL-DULZURA UNION ELEMENTARY	\$ 11,680	20	\$ 8,720	27	\$ 52,776	30	\$ 74,329	30	\$ 102,138	30	\$ 71,377	30	187
LAKESIDE UNION ELEMENTARY	\$ 10,852	27	\$ 10,536	22	\$ 65,934	21	\$ 92,965	26	\$ 134,152	14	\$ 98,077	25	184
LEMON GROVE ELEMENTARY	\$ 12,557	15	\$ 9,316	25	\$ 72,278	8	\$ 93,070	25	\$ 128,870	20	\$ 107,362	15	185
MOUNTAIN EMPIRE UNIFIED	\$ 12,771	13	\$ 19,433	9	\$ 71,547	13	\$ 85,977	27	\$ 122,255	26	\$ 92,481	26	183
NATIONAL ELEMENTARY	\$ 13,604	5	\$ 15,782	11	\$ 71,977	10	\$ 99,351	18	\$ 136,460	11	\$ 113,574	9	185
OCEANSIDE CITY UNIFIED	\$ 12,858	11	\$ 25,790	2	\$ 76,066	6	\$ 110,902	7	\$ 137,979	10	\$ 116,420	6	185
RAMONA CITY UNIFIED	\$ 11,518	21	\$ 8,572	28	\$ 58,284	29	\$ 93,798	24	\$ 120,977	27	\$ 90,720	27	185
RANCHO SANTA FE ELEMENTARY (Basic Aid)	\$ 20,171	2	\$ 11,400	20	\$ 68,692	17	\$ 97,823	21	\$ 128,897	19	\$ 101,101	23	184
SAN DIEGO CITY UNIFIED	\$ 12,499	17	\$ 36,605	1	\$ 92,423	1	\$ 121,421	1	\$ 154,748	1	\$ 136,151	1	184
SAN DIEGO COUNTY OFFICE OF ED.	\$ 135,311	1	\$ 21,104	7	\$ 77,233	4	\$ 118,216	2	\$ 154,005	2	\$ 127,095	2	190
SAN DIEGUITO UNION HIGH	\$ 11,367	22	\$ 4,935	30	\$ 72,074	9	\$ 117,209	3	\$ 142,390	6	\$ 119,776	4	186
SAN MARCOS UNIFIED	\$ 11,155	24	\$ 20,809	8	\$ 74,254	7	\$ 114,768	5	\$ 139,586	9	\$ 115,844	8	184
SAN PASQUAL UNION ELEMENTARY	\$ 10,416	30	\$ 10,057	24	\$ 64,012	24	\$ 84,392	28	\$ 117,684	28	\$ 88,166	29	185
SAN YSIDRO ELEMENTARY	\$ 13,236	8	\$ 10,500	23	\$ 67,442	19	\$ 95,745	23	\$ 123,113	25	\$ 107,057	17	186
SANTEE ELEMENTARY	\$ 10,695	29	\$ 12,000	18	\$ 60,666	28	\$ 97,409	22	\$ 130,744	17	\$ 102,564	22	185
SOUTH BAY UNION ELEMENTARY	\$ 13,322	7	\$ 15,000	13	\$ 76,560	5	\$ 103,650	11	\$ 134,282	13	\$ 116,592	5	185
SWEETWATER UNION HIGH	\$ 12,994	10	\$ 15,130	12	\$ 64,573	22	\$ 99,892	16	\$ 126,092	23	\$ 109,659	12	184
VALLEY CENTER-PAUMA UNIFIED	\$ 12,280	19	\$ 13,529	16	\$ 63,235	26	\$ 106,976	10	\$ 125,114	24	\$ 100,889	24	184
VISTA UNIFIED	\$ 12,764	14	\$ 11,700	19	\$ 66,936	20	\$ 99,494	17	\$ 127,473	21	\$ 104,095	21	186
<b>Average</b>	<b>\$ 16,781</b>		<b>\$ 15,250</b>		<b>\$ 69,584</b>		<b>\$ 101,420</b>		<b>\$ 132,565</b>		<b>\$ 106,929</b>		
<b>CUSD Distance from Average Above/(Below)</b>	<b>\$ (5,991)</b>		<b>\$ 5,923</b>		<b>\$ 1,490</b>		<b>\$ 717</b>		<b>\$ 385</b>		<b>\$ (140)</b>		
<b>CUSD Ranking</b>	<b>28 out of 30</b>		<b>6 out of 30</b>		<b>14 out of 30</b>		<b>13 out of 30</b>		<b>15 out of 30</b>		<b>18 out of 30</b>		

LCFF/Basic Aid Funding Per ADA	Maximum Annual H&W Contribution	At Lowest Salary Offered	At Salary at BA+60 Step 10	At Highest Salary Offered	At Average Salary Paid
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**Notes:**  
 Districts highlighted in GREEN are Basic Aid Districts. CUSD anticipates becoming a Basic Aid District in 2027-2028.  
 Data was not reported by the following districts:  
 Alpine Union Elementary, Borrego Springs Unified, Del Mar Union Elementary, Dehesa Elementary, Fallbrook Union High, Julian Union Elementary, Julian Union High, La Mesa-Spring Valley Elementary, Poway Unified, Solana Beach Union SD, Spencer Valley Elementary, Vallecitos Elementary SD, and Warner Unified.

**Sources:**  
 1) LCFF Funding per ADA: (<https://www.cde.ca.gov/fg/aa/pa/lcffsumdata.asp>); 2) 2022-2023 Salary Information: J90: (<https://www.cde.ca.gov/ds/fd/cs/>); 3) Maximum Health and Welfare Contribution: Countywide Salary/Benefits Survey (Attached)

**MAXIMUM ANNUAL DISTRICT  
CONTRIBUTION TO INSURANCE BENEFIT**

<b>District</b>	<b>Maximum Annual Contribution</b>
Alpine Union SD	13,900
Bonsall USD	5,000
Cajon Valley Union SD	19,140
Cardiff SD	9,118
Carlsbad USD	22,851
Chula Vista ESD	15,000
Coronado USD	21,173
Del Mar Union SD	12,500
Encinitas Union SD	11,160
Escondido Union HSD	24,102
Escondido Union SD	14,837
Fallbrook Union ESD	21,566
Fallbrook Union HSD	19,330
Grossmont Union HSD	12,633
Jamul-Dulzura Union SD	8,720
Lakeside Union SD	10,536
Lemon Grove SD	9,316
Mountain Empire USD	19,433
National SD	15,782
Oceanside USD	25,790
Ramona USD	8,572
Rancho Santa Fe SD	11,400
San Diego USD	36,605
San Dieguito Union HSD	4,935
San Marcos USD	20,809
San Pasqual Union SD	10,057
San Ysidro SD	10,500
Santee SD	12,000
SDCOE	21,104
South Bay Union SD	15,000
Sweetwater Union HSD	15,130
Valley Center-Pauma USD	13,529
Vista USD	11,700